Peer Mentors: Learning in the Nursing Skills Lab

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Researchers

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Developed mentor program

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Principal investigator
Background

• Peer mentoring promotes communication skills, enhances problem solving and critical thinking

• Nursing faculty shortage nationally

• Incivility and burnout in healthcare

• Workplace mentoring promotes staff retention, enhances collegiality, decreases burnout
Study Site

- Public university
- Pre-licensure BSN program
- Highly competitive
Hypothesis

Nursing Education Environment

Peer Learner
- Emotional support
- Knowledge
- Confidence
- Learning to learn

Connection
- Socialization
- Collaboration
- Teamwork
- Communication
- Professionalism

Peer Teacher
- Confidence
- Self-awareness
- Reinforce skills
- Critical thinking
Study Design

Methodology
• Qualitative Inquiry
  Individual interviews
• IRB approved
• Research question
  What is the impact of the peer mentor experience on nursing students?

Participants
• 19 nursing students interviewed
• Recruited to be peer mentor
  or
• Applied to be a peer mentor
Data Analysis

• Coding by multiple researchers

• Thematic analysis

• Seven major themes identified
Rewards

“I love sharing what I have learned and reassuring students that they can do this.”

“I feel like I am giving back.”
Leadership

“I never thought of myself as a leader before.”
Confidence

“I wasn’t expecting that being a peer mentor would build my confidence.”

“I am more confident – more willing to step out of my comfort zone and reach out.”
Role Models

“Being a peer mentor is being a role model.”

“Our instructors are incredible role models.”
Impact on Future Nursing Practice

“I am excited to work with nursing students.”

“I look forward to being a preceptor.”
Interest in Nursing Education

“I would love to be an educator in the future – it is so rewarding.”

“I found that I really like to teach.”
Relationships

“I feel so much more connected now.”

“I talk to so many more nursing students now.”
Conclusions

• Themes align with published research
• Fosters collegiality among cohorts
• Universally rewarding experience
• Increase in self-confidence
• Increase in self-perceived leadership skills
Implications of Findings

• Peer mentor experience fosters growth

• Experience piques interest in nursing education

• Concepts learned may transfer to the workplace
Future Research

• Continue peer mentor interviews

• Incorporate a quantitative measurement tool

• Longitudinal study design to identify impact of peer mentor experience on new graduate nursing practice
Select References


